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Executive Director

March 6, 2007

The Honorable Board of Supervisors  
County of Los Angeles  
383 Kenneth Hahn Hall of Administration  
500 West Temple Street  
Los Angeles, CA 90012

Dear Supervisors:

**APPROVAL OF SUPPLEMENTAL SALARY REQUEST  
(THIRD DISTRICT – 3 VOTE MATTER)**

**IT IS RECOMMENDED THAT YOUR BOARD:**

Authorize payment by the Ford Theatre Foundation of a supplemental salary to the Executive Director of the Arts Commission of \$2,406 for 2006 and \$28,872 annually beginning in 2007, subject to review by the Ford Theatre Foundation's Board of Directors.

**PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION**

In 1995, your Board created the Ford Theatre Foundation to solicit and accept private donations from corporations, foundations, and individuals to develop and present programs for the residents of Los Angeles County at the John Anson Ford Theatres, a County regional park.

After conducting an analysis of compensation levels for comparable positions, the Ford Theatre Foundation concluded that a salary supplement is necessary for the Managing Director to compete effectively with other performing arts centers.

In 2001 and 2003, your Board approved supplemental salary for the position of Managing Director for the operations of the Ford Theatre and the Ford Theatre Foundation. To compensate for the additional duties taken on by the county employee, the Ford Theatre



Foundation has been providing a supplemental salary for this position for the past six years. The Managing Director for the past four years accepted a new position beginning in January 2007 and worked half-time in November and December 2006.

During this transition time, the Executive Director of the Arts Commission has assumed direction of the Ford Theatre Foundation under authorization of the Foundation's Board of Directors, insuring that all fundraising and functional responsibilities of the Foundation are being met.

In accordance with County Code 5.44.030, the Ford Theatre Foundation has requested that the Board of Supervisors approve payment by the Ford Theatre Foundation to supplement the annual salary of the Executive Director of the Arts Commission until such time as a new managing director of the Ford Theatre Foundation has been hired.

#### Implementation of Strategic Plan Goals

This action supports the Board-approved County Strategic Plan Goals of Workforce and Service Excellence.

#### **FISCAL IMPACT/FINANCING**

This action has no impact on the General Fund. Funds for these purposes have been authorized by the Ford Theatre Foundation Board of Directors at their meeting of December 11, 2006.

Appropriate merit and cost of living increases, if the supplemental salary continues, will be determined in future years both by the Ford Theatre Foundation Board.

#### **FACTS AND PROVISIONS/LEGAL REQUIREMENTS**

In 1994, your Board adopted requirements governing departmental relationships with foundations and support groups. Among other things, those requirements provide that each County department must maintain Board-approved agreements with each foundation supporting County operations.

Your Board approved an agreement with the Ford Theatre Foundation in 2001, which complies with the 1994 Board policy, and which expressly provides that the Ford Theatre Foundation, with the approval of the Board of Supervisors, may provide salary supplements to existing County staff.

Written Board approval of a salary supplement is required under County Code section 5.44.030, which provides as follows:



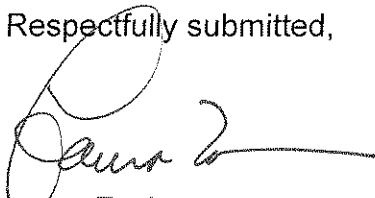
Nothing in section 5.44.020 or in any other provision of Ordinance 4099 shall be construed to prevent any officer or employee of the county from receiving for his personal use compensation from any association, nonprofit corporation or auxiliary group organization or entity of any county institute or museum, for services rendered to the county or said association, corporation, auxiliary group, organization or entity, and for his expense of performing such services, provided such association, corporation, auxiliary group, organization or entity obtains the prior written approval of the board of supervisors to provide such compensation, files with the county auditor-controller by September 30<sup>th</sup> of each year a statement disclosing the names of county officers and employees compensated and their respective amount of compensation for the preceding county fiscal year, and the giving or receipt of such compensation is not in violation of any state or federal law.

Nor shall Section 5.44.020 be construed to prohibit those officers and employees receiving supplemental compensation, pursuant to this section, from rendering during their office hours, or hours of work for the county, services to said association, corporations, auxiliary groups, organizations or entities. (Ord. 11355 § 1, 1976: Ord. 4099 Art. 3 § 69.7, 1942.)

#### **IMPACT ON CURRENT SERVICES**

It is anticipated that these actions will continue to increase the development of private and public sector funds to support the activities at the John Anson Ford Theatres and improve access to these services for the residents of the County.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Laura Zucker', with a long horizontal flourish extending to the right.

Laura Zucker  
Executive Director

C: Chief Administrative Officer  
County Counsel  
Executive Officer, Board of Supervisors (22)